

Sustainable Staff Retention Initiatives & Inspiration

By Clare Clarke & Caoimhe Tolan

Vision – Mission - Values

Our Vision

An inclusive society for all

Our Mission

Supporting individuals and families living with disability, autism and brain injury to live the lives they choose.

Our Values

Collaboration

Equality

Dignity

Achievement

Resilience



Living Options



Community Inclusion (Children/Young People)

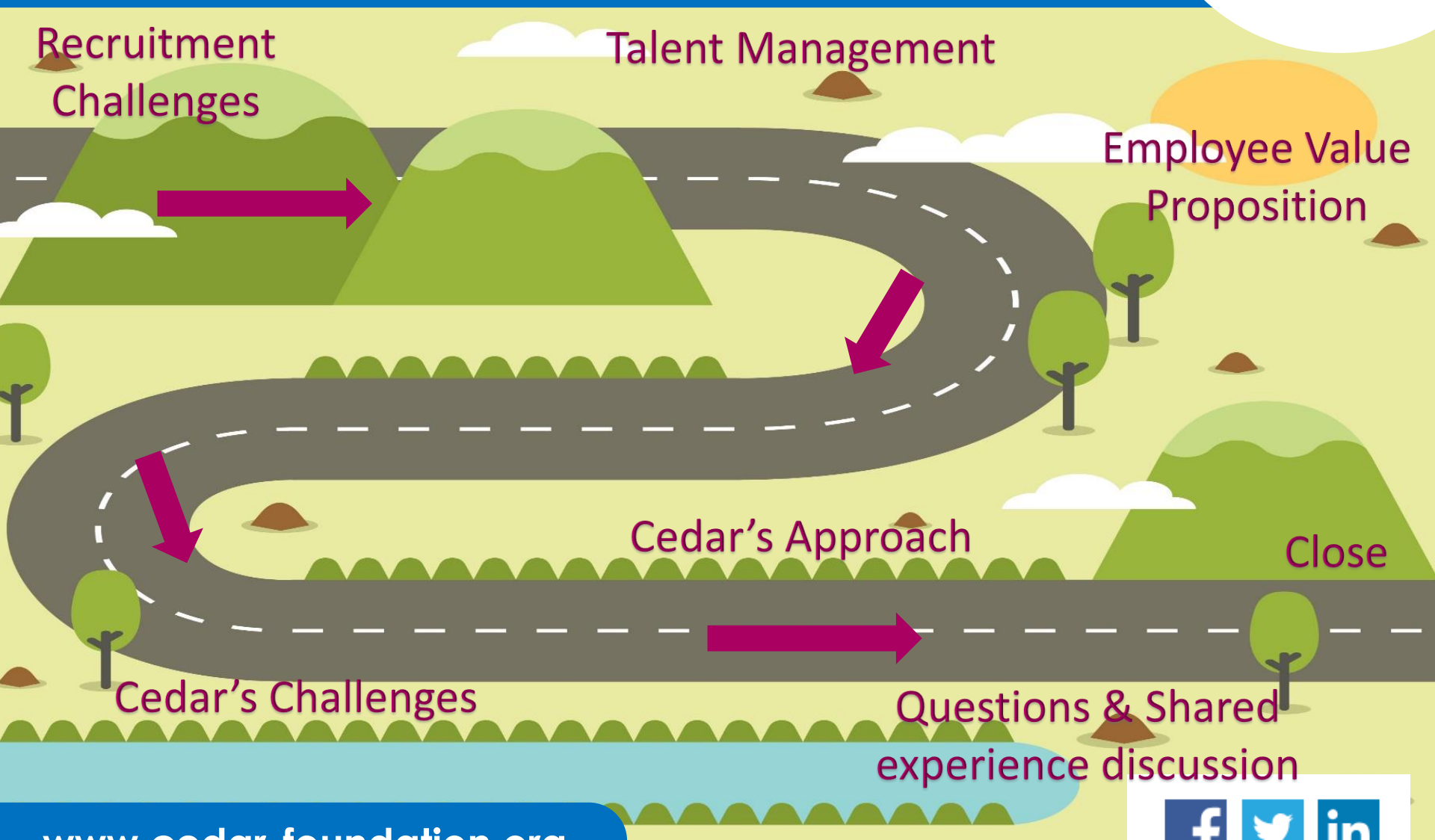


Employment



Community Inclusion (Adults)

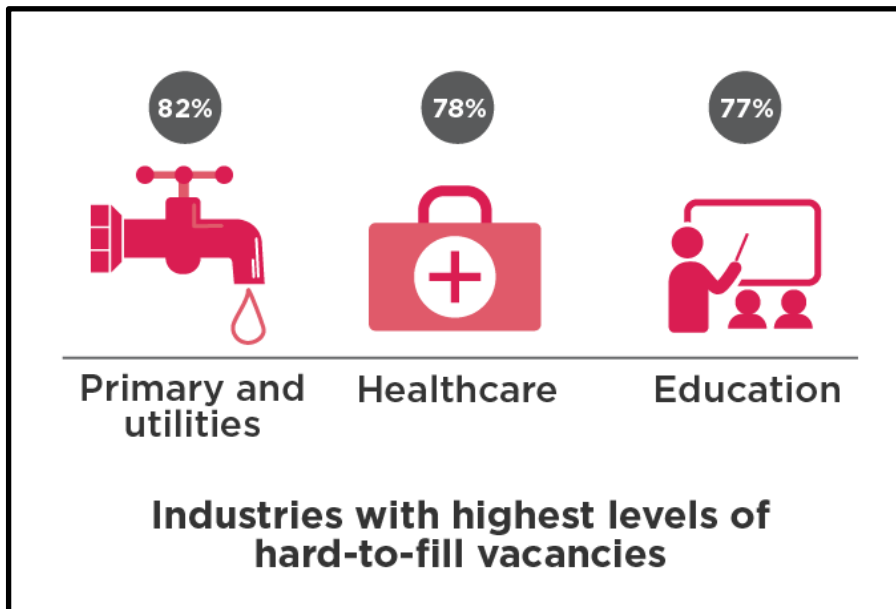
Road Map



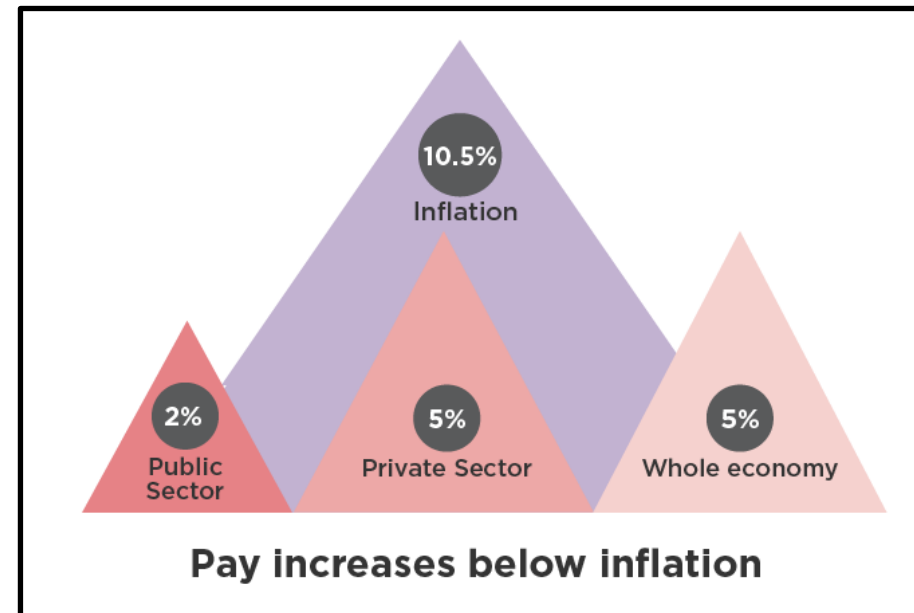
Recruitment Challenges

- **Lowest Unemployment Rates**
- **Highest Vacancy Rates**
- **Great resignation / retirement**
- **Expectations of a Millennial workforce**

Hard-to-fill vacancies persist



Pay increases struggling to keep up with inflation



Talent Management

Focus on good work and good job quality



Pay & Benefits



**Terms of
Employment**



**Job Design &
Nature of work**



**Social Support
& Cohesion**



**Health &
Wellbeing**



**Work Life
Balance**



**Employee
Voice**

Employee Value Proposition



COMPENSATION

Salary
Satisfaction
Pay scheme
Satisfaction
Rate /
Promotions
Timeliness
Fairness
Job Evaluation
System



BENEFITS

Holidays
Flexibility
Health Plans
Learning
Education
Pension
Insurance
Fairness with
system



CAREER

Pathways
Development
Opportunities
Coaching
Mentoring
Feedback
Consultation



WORK ENVIRONMENT

Recognition
Autonomy
Job Design
Work Life
Balance
Personal
Achievements
Role Clarity



CULTURE

Shared vision /
goals
Collaboration
Team spirit
Colleagues
Management
Style
Trust

Talent Management



- Upskill & Reskill
- Develop Talent Pipelines
- Career Pathways
- Succession Planning
- Health & Wellbeing
- Authentic Culture
- Employee Voice
- ESG
- DE&I

E

Environmental

How a company performs as a steward of nature

S

Social

How a company manages its relationships with employees, customers, suppliers & the community

G

Governance

How a company is governed

DIVERSITY, EQUITY & — INCLUSION —



DIVERSITY
ASKS

WHO
— IS IN —
THE ROOM



EQUITY
ASKS

WHO IS
— TRYING TO —
GET IN THE ROOM
BUT CAN'T



INCLUSION
ASKS

— HAVE —
EVERYONE'S
IDEAS BEEN
HEARD



Cedar's Challenges



Vacant
Hours



Funding



Service
Needs



Developing
Talent
Pipelines



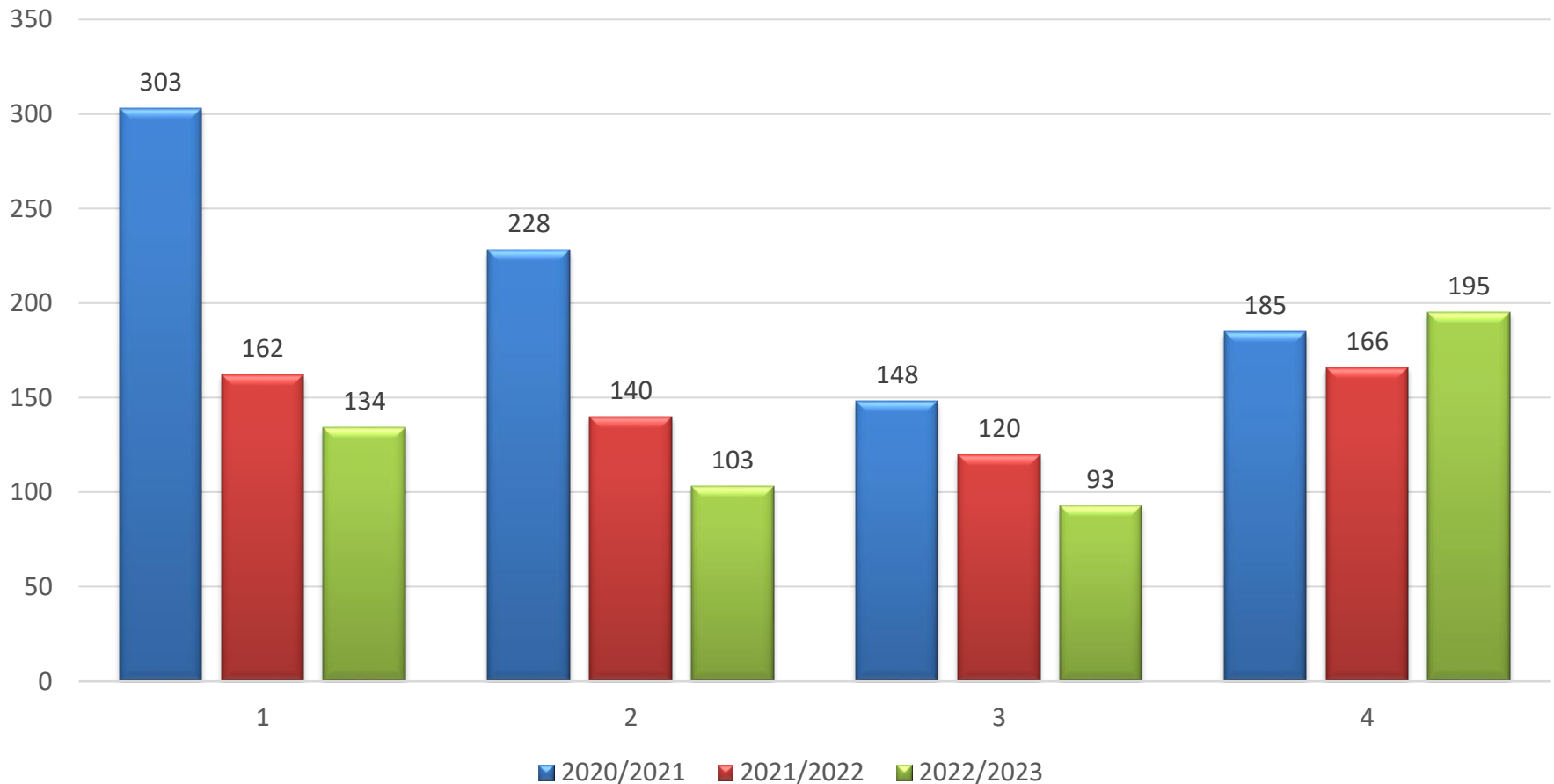
External
Environment



Recruitment
Methods

Recruitment The Cedar Foundation

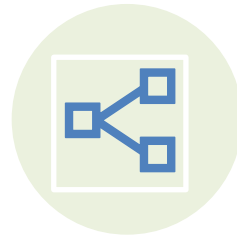
Applicant Numbers Trend Report



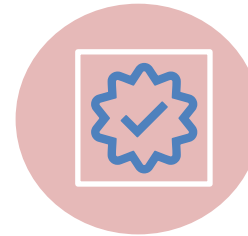
Cedar's Approach



Recruitment
Strategy



Partnership
Approach



Employer
Branding



Recruitment
Initiatives



Review of
Pay &
Benefits



Engagement
Surveys



Innovation
Teams



Mental Health
Wellbeing

Employer Branding

Launch of Recruitment Video



Questions



